

Kinder Morgan does not pay fees to recruiting or staffing agencies with which we do not have a current, written agreement.

Fees will only be paid for positions that are formally released to approved agencies through our Applicant Tracking System (ATS). Each release is job-specific, and all applicants must be submitted through the ATS. Resumes submitted outside the ATS will not be accepted.

Only designated Kinder Morgan Human Resources professionals are authorized to engage and execute agreements with recruiting and staffing agencies. Employees involved in hiring decisions do not have the authority to create such agreements on behalf of Kinder Morgan.

If a recruiter or staffing agency submits a candidate without meeting the conditions above, Kinder Morgan reserves the right to pursue that candidate without incurring any financial obligation to that recruiter or staffing agency. Agencies interested in becoming a Preferred Direct Hire Staffing vendor may send company information to:

[strategicsourcing@kindermorgan.com](mailto:strategicsourcing@kindermorgan.com).